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Use of the Assessment and Evaluation Staff

We believe the facilities of the Assessment and Evaluation (A&E) Staff are under-used in CIA's personnel program. There are at least five fields which should be explored by the Deputy Director of Support and the Chief of the Medical Staff who is responsible for the A&E Staff:

1. The A&E Staff has many ideas for refining screening procedures which would weed out people earlier in the process who are not qualified for further consideration. These might reduce the large numbers of people now being contacted by recruiters and processed through various stages of screening, and produce substantial savings.

2. The A&E Staff believes it can provide data of con-

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which they can do well, and in which they will not become dissatisfied.

If this is so, it might be possible to reduce high professional and other attrition, as well as result in more productive use of people.

3. The A&E Staff has a contribution to make in improving fitness report forms and procedures.

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4. Employee morale and attitude surveys are conducted by many organizations. More attention to this subject was recommended by the Inspector General in 1961. The A&E Staff has a contribution to make in this field.

5. A representative of the A&E Staff believes that aptitude and intelligence tests given applicants by CIA should be reviewed to see if they are as valid for negroes as they are for whites. There are some indications that they may do an injustice to negroes. Other ways of evaluating negroes should be explored.

It is recommended that:

The Deputy Director of Support request specific proposals from the Chief, Medical Staff as to how the A&E Staff might make a greater contribution to CIA's personnel program, to include more efficient screening procedures, better matching of people and jobs, reducing professional attrition, improving fitness report procedures, morale and attitude surveys, and testing of negro applicants.

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